

## **FACULTY SENATE MINUTES**

**October 18, 2007**

The Faculty Senate of the University of North Alabama met October 18, 2007 in the Faculty/Staff Commons of the University Center at 3:30 p.m.

President Turner called the meeting to order and recognized the following proxies:  
Laura Stokes for Senator Hurren from Secondary Education,  
Brenda Webb for Senator Statom from Elementary Education,  
Joy Borah for Senator Crisler from Social Work.

Senator Adams moved the adoption of the agenda. Senator Flowers seconded. The motion passed unanimously.

Senator Flowers moved the approval of the September 13, 2007 minutes. Senator Williams seconded. The motion passed unanimously.

President Cale reminded the senators of the luncheon seminar on Tuesday October 30 with lunch beginning at 11:30 and the program beginning at noon. He reported that everyone received an email requiring harassment training. All the administration has already participated. Our insurance carrier encouraged the university to implement this training. President Cale stated that he is engaging in a ser                    r   a                    g                    D





## ATTACHMENT A

4. The department chair shall convene a department tenure committee, consisting of all tenured faculty in the department, supervise the election, by secret ballot, of the chairperson from among the members of the committee, and provide copies of the faculty member's tenure review portfolio. It is the responsibility of the department tenure committee by majority vote to recommend for or against the granting of tenure and to submit through the department chair to the college dean all of the information relating to the tenure recommendation by June 1.
5. It is likewise the responsibility of the department chair to recommend for or against the granting of tenure and to forward to the college dean all of the information relating to the recommendation by June 1. **A department chair's recommendation must be justified in writing when his or her vote is contrary to that of the department tenure committee.**
6. The college dean will review the materials presented by the department tenure committee and the department chair and will be responsible for scheduling a me

## **ATTACHMENT B**

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## **ATTACHMENT C**

### **Faculty Senate Resolution UNA Nondiscrimination Policy**

WHEREAS the current UNA Nondiscrimination Policy is in conflict with the nondiscrimination policy found in the UNA: Strategic Plan.

WHEREAS the nondiscrimination policy in the UNA: Strategic Plan violates several federal laws including Title VII of the Civil Rights Act of 1991 and the Americans with Disabilities Act of 1990.

WHEREAS UNA should have a Nondiscrimination policy that meets all state and federal laws.

WHEREAS UNA should have a Nondiscrimination policy that is as strong or stronger than other state universities and peer institutions.

WHEREAS UNA should have a Nondiscrimination policy that is as inclusive as possible and reaffirms its commitment to equal opportunity, acknowledging publicly its obligation to operate in a constitutional and non-discriminatory fashion, both as an Equal Opportunity Employer and as an Equal Opportunity Educational Institution.

**BE IT RESOLVED BY THE FACULTY SENATE OF THE UNIVERISTY OF NORTH ALABAMA THAT**

**THE FOLLOWING RECCOMENDED LANGUAGE CHANGE IN THE UNIVERISTY OF NORTH ALABAMA NONDISCRIMINATION POLICY BE FORWARDED TO THE FACULTY/STAFF WELFARE COMMITTEE:**

**Current:**

**NONDISCRIMINATION POLICIES**

It is the policy of the University of North Alabama to afford equal opportunities in education and in employment to qualified persons regardless of age, color, creed, disability, national origin, race, religion, or sex in accordance with all laws, including Title IX of Education Amendments of 1972, Title VII of the Civil Rights Act of 1991, and Executive Order 11246. The coordinator for non-discrimination policies for students is Irons Law Firm, 219 N. Court Street, Florence, AL 35630. The coordinator for employees is the Director of Human Resources and Affirmative Action, Bibb Graves Hall or telephone 256-765-4291.

**Proposed:**

**NONDISCRIMINATION POLICIES**

It is the policy of the University of North Alabama to afford equal opportunities in education and in employment to qualified persons regardless of age, color, creed or political belief or political affiliation, disability, national origin, race, culture, ethnicity, religion, sex, gender, sexual orientation or preference, marital or parental status, socioeconomic status, physical attributes, or veteran status in accordance with all laws, including Title IX of Education Amendments of 1972, Title VII of the Civil Rights Act of 1991, the Americans with Disabilities Act of 1990, and Executive Order 11246. The coordinator for non-discrimination policies for students is Irons Law Firm, 219 N. Court Street, Florence, AL 35630. The coordinator for employees is the Director of Human Resources and Affirmative Action, Bibb Graves Hall or telephone 256-765-4291.